

Postdoc Mentoring Process: Planned Changes

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Recent ND Self-Assessment, led by Jon Paley

- Topic: “ND Postdoc Mentoring Program”
 - Developed a survey based on interviews with a small number of postdocs and mentors/supervisors to identify topics of concern related to the mentoring program
 - Survey contained ~20 questions (slightly tailored depending on whether survey-taker was a postdoc or supervisor/mentor)
- Notable items from analysis of survey responses
 - A suggestion that came from both the postdocs and the mentors/supervisors: include at least one university mentor on the mentor team
 - A significant fraction of postdocs felt that one meeting per year is too few. Suggestions for bi-annually or quarterly
 - Requests to provide documentation (re: program, goals, responsibilities)
 - Requests to provide training for mentors and mentees

Planned Changes

What is done now	What we plan to do
Annual meeting with postdoc, supervisor, and mentors (more meetings encouraged, but not required)	Quarterly meetings <ul style="list-style-type: none">• Supervisor sets up all 4 meetings• One meeting per year has postdoc + supervisor + mentors• Other 3 meetings just postdoc and mentors (no supervisor), and it is up to the postdoc to cancel each of these if they decide they don't want to meet (but we suggest you do! It doesn't need to be a formal meeting, but even an informal meeting can be very useful to get advice, etc.)
Two mentors: one from ND, one from a different part of the lab	Three mentors: one from ND, one from a different part of the lab, one university faculty member
“Expectations for Postdoc Supervision in ND” document	<ul style="list-style-type: none">• Document exists, but will be updated• Document is not easy to find in Sharepoint – will add to ND website• Add “How to be a good supervisor and/or mentor” training session
Postdoc “on-boarding” relies on supervisor to provide information about how to get routine things done in the division (e.g., travel, purchasing, etc.)	Create an on-boarding and expectations document to make sure everyone gets the same information. Include expectations for each stage of postdoc career (new PD → senior PD → job search → “before you leave” tasks)